

**PART III**  
**LIST OF DOCUMENTS, EXHIBITS, AND OTHER ATTACHMENTS**

**SECTION J - LIST OF ATTACHMENTS**

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**J.1 LIST OF DOCUMENTS, EXHIBITS, AND OTHER ATTACHMENTS  
(MAY 1997)**

Attachment	Description
[A]	Reporting Requirements
[B]	Government Furnished and Acquired Property
[C]	Government Furnished Facilities
[D]	DOE Directives (List B)
[E]	U.S. Department of Labor Wage Determination
[F]	Key Personnel
[G]	Special Financial Institution Account Agreement
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**ATTACHMENT A - REPORTING REQUIREMENTS**

Reports shall be submitted in accordance with the schedule to the indicated addressees from the following list:

**A**      Contracting Officer

U.S. Department of Energy  
Procurement and Contracts Division  
Contracts and Property Management Branch  
ATTN: \_\_\_\_\_ TBD \_\_\_\_\_, Contracting Officer  
P.O. Box 2001  
Oak Ridge, Tennessee 37831

**B**      Contracting Officer's Representative

U.S. Department of Energy  
ATTN: \_\_\_\_\_ TBD \_\_\_\_\_, COR  
P.O. Box 2001  
Oak Ridge, Tennessee 37831

**C**      Contractor Human Resources

U.S. Department of Energy  
Human Resources Division  
Contractor Human Resources Group  
ATTN: \_\_\_\_\_ TBD \_\_\_\_\_  
P.O. Box 2001  
Oak Ridge, Tennessee 37831

**D** Safeguards and Security

U.S. Department of Energy  
ATTN: Assistant Manager,  
Safeguards, Security and Emergency Management  
P.O. Box 2001  
Oak Ridge, Tennessee 37831

**E** Environment, Safety and Health

U.S. Department of Energy  
ATTN: Assistant Manager  
Environment, Safety and Health  
P.O. Box 2001  
Oak Ridge, Tennessee 37831

**F** DOE Oak Ridge Operations Small Business Specialist

U.S. Department of Energy  
Procurement and Contracts Division  
ATTN: \_\_\_\_\_ TBD  
P.O. Box 2001  
Oak Ridge, Tennessee 37831

**G** DOE Oak Ridge Property Administrator

U.S. Department of Energy  
Procurement and Contracts Division  
ATTN: \_\_\_\_\_ TBD  
P.O. Box 2001  
Oak Ridge, Tennessee 37831

**Report Schedule**

<b>Report</b>	<b>Requirement</b>	<b>Frequency</b>	<b>Addressee</b>
Small Business Subcontracting Plan	Clause in Section H entitled Small Business Subcontracting Plan and FAR 52.219-9	With Proposal and Annually	A, B, F
Diversity Plan	Clause in Section H entitled Diversity Plan	Within 60 days after effective date of Contract	A,B
Diversity Report	Clause in Section H entitled Diversity Plan	Annually	A,B
SF 294 Subcontracting Report for Individual Contracts	FAR 52.219-9	Semi-Annually and at Contract Completion	A,B,F
SF 295 Summary Subcontract Report	FAR 52.219-9	Annually	A,B,F
Small Disadvantaged Business Report	FAR 51.219-25	Quarterly and at Contract Completion	A,B,F
VETS 100 Report	FAR 52.222-37	Annually – No Later than September 30	A,B,C
Employer Information Report	FAR 52.222-37	Annually	A,B,C
Toxic Chemical Release Inventory Form (Form R)	FAR 52.223-14	Annually – by July 1	A,B,E
Drug-Free Workplace Employee Conviction	FAR 52.223-6	Within 10 days of Notice	A,B
Foreign Ownership, Control, or Influence Changes	DEAR 952.204-2	Immediately	A,B,D
Safety Management System	DEAR 970.5223-1	At Contract Award and Annually	A,B,E
Financial Management System	DEAR 970.5232-7	At Contract Award and Annually	A,B
Workplace Substance Abuse Program	DEAR 970.5223-3 and 10 CFR part 707	Within 30 days after notification of selection or within 30 days after award, whichever comes first	A,B,C
Invention Disclosure	DEAR 970.5227-11	Annually	A,B
Work for Others Activities Report	DEAR 970.5217-1	Annually	A,B

Safeguards and Security Awareness Program	DOE O 470.1 Chg. 1		A,B,D
Quality Assurance Program	DOE O 414.18		A,B,E
Physical Inventories	FAR 52.245-5 and DEAR 952.245-5	Annually, November 1	A,G
NRC Property Held at DOE Facilities	NRC Directive 11.7, Part IX	Annually, November 1	A,G
Excess Personal Property Furnished to Non-Federal Recipients	41 CFR 102	Annually, November 1	A,G
Precious Metals Inventory & Forecast Report	41 CFR 109-27.5104-4; 109-27.5104-6	Annually, September 1	A,G
Exchange/Sale Report	41 CFR 102-39.75	Annually	A,G
PIDS Report	HQ Requirement	Annually, December 15	A,G
Other Motor Equipment Utilization Goals	41 CFR 109-38.5104	Annually, September 15	A,G
FIMS Reconciliation with ORFSC	DOE Accounting Standards	Annually, October 15	A,G
FIMS Report of Excess Facilities	DOE O 430.1B	Annually, October 15	A,G
Performance Self-Evaluation	Clause in Section H entitled Performance Evaluation Plan	Within 30 days after the end of the evaluation period	A,B

Additional reports shall be submitted as required by clauses in this contract, DOE Directives, Field Work Proposals, Work Authorizations, and other DOE guidance documents on the specified schedule and to the specified Government point of contact.



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**ATTACHMENT B - GOVERNMENT FURNISHED AND ACQUIRED  
PROPERTY**

1. The complete list of Government-Furnished Property is available at the following URL: <http://www.oakridge.doe.gov/orise/> under the heading "Documents," and will be inserted in contract award.
2. List of Contractor-Acquired (Government-owned) Property

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**ATTACHMENT C - GOVERNMENT FURNISHED FACILITIES**

<u>Facility</u>	<u>Type of Space</u>	<u>Occupied/Unoccupied (gsf)</u>	<u>Building Use</u>
Laboratory Road Complex			
Bldg. 2714-G *	Office	2,390/0	Professional training programs
	Laboratory	8,587/0	
	Classroom	5,379/0	
	Storage	436/0	
	Miscellaneous	3,592/0	
Bldg. 2715 **	Office	0/1,409	Professional training programs
	Laboratory	1,733/0	
	Classroom	0/0	
	Storage	0/208	
	Miscellaneous	0/63	
Bldg 2715A *** (Trailer)	Office	0/1,596	Unoccupied
	Laboratory	0/0	
	Classroom	0/0	
	Storage	0/0	
	Miscellaneous	0/84	
<b>Total</b>		<b>22,117/3,360</b>	

\* As part of ongoing modernization/consolidation activities, this facility will be vacated during late FY 2006. All activities will be relocated to Building SC-1.

\*\* As part of ongoing modernization/consolidation activities, personnel in this facility responsible for conducting non-training activities were previously relocated to contractor owned facilities. Personnel located in Bldg. 2714-G will continue to utilize this facility until it is totally vacated by May 2007, subsequent to remaining property (e.g. training equipment) being relocated to Scarboro Operations Site facilities.

\*\*\* As part of ongoing modernization/consolidation activities, personnel in this facility responsible for conducting non-training activities were previously relocated to contractor owned facilities. This facility, in concurrence with the vacating of Bldg. 2714-G, will be totally vacated subsequent to remaining property (e.g. training equipment) being relocated to Scarboro Operations Site facilities.

<u>Facility</u>	<u>Type of Space</u>	<u>Occupied/Unoccupied (gsf)</u>	<u>Building Use</u>
Atmospheric	Office	5,076/0	Support to NOAA
Turbulence	Laboratory	5,305/0	
Diffusion	Classroom	904/0	
Division*	Storage	1,041/0	
	Miscellaneous	5,247/0	
<b>Total</b>		<b>17,573/0</b>	

\* This Government furnished facility houses NOAA and ORISE employees, who provide support to NOAA through an Interagency Agreement between NOAA and DOE.

<u>Facility</u>	<u>Type of Space</u>	<u>Occupied/Unoccupied (gsf)</u>	<u>Building Use</u>
REAC/TS *	Office	1,297/0	REAC/TS activities
	Laboratory	2,873/0	
	Classroom	948/0	
	Storage	338/0	
	Miscellaneous	3,548/0	
<b>Total</b>		<b>9,004/0</b>	

\* This facility, located in the Oak Ridge Methodist Medical Center (MMC), is provided to ORISE through a no-cost use permit between DOE and MMC.

<u>Facility</u>	<u>Type of Space</u>	<u>Occupied/Unoccupied (gsf)</u>	<u>Building Use</u>
Vance Road*	Office	0/15,359	Unoccupied
	Laboratory	0/12,702	
	Classroom	0/3,446	
	Storage	0/2,715	
	Miscellaneous	0/25,578	
<b>Total</b>		<b>0/59,800</b>	

\* ORISE is responsible for surveillance and maintenance activities pending DOE transfer of this facility.

<u>Facility</u>	<u>Type of Space</u>	<u>Occupied/Unoccupied (gsf)</u>	<u>Building Use</u>
Scarboro Operations Site			
SC-1 *	Office	10,293/2,504	Support functions, independent environmental assessment and verification, and Center for Human Reliability Studies activities
	Laboratory	3,804/4,884	
	Classroom	1,395/0	
	Storage	4,697/227	
	Miscellaneous	19,004/0	
<b>Total</b>		<b>39,193/7,615</b>	

\* As part of ongoing modernization/consolidation activities, this facility is being renovated, with completion scheduled during late FY 2006.

<u>Facility</u>	<u>Type of Space</u>	<u>Occupied/Unoccupied (gsf)</u>	<u>Building Use</u>
SC-10	Office	1,179/0	Injury/illness surveillance and independent environmental assessment and verification activities
	Laboratory	2,683/0	
	Classroom	222/0	
	Storage	473/0	
	Miscellaneous	5,484/0	
<b>Total</b>		<b>10,041/0</b>	
SC-100	Office	2,151/0	Support functions
	Laboratory	0/0	
	Classroom	220/0	
	Storage	474/0	
	Miscellaneous	2,729/0	
<b>Total</b>		<b>5,574/0</b>	

<u>Facility</u>	<u>Type of Space</u>	<u>Occupied/Unoccupied (gsf)</u>	<u>Building Use</u>
SC-200	Office	3,084/0	Support functions
	Laboratory	0/0	
	Classroom	0/0	
	Storage	16,242/0	
	Miscellaneous	2,694/0	
<b>Total</b>		<b>22,020/0</b>	

<u>Facility</u>	<u>Type of Space</u>	<u>Occupied/Unoccupied (gsf)</u>	<u>Building Use</u>
SC-2 *	Surplus	0/952	Unoccupied Surplus - Contaminated
SC-4	Storage	0/3,596	Unoccupied Surplus
SC-5*	Surplus	0/5,641	Unoccupied Surplus – Contaminated
SC-9	Storage	1,405/0	Occupied Storage
SC-13	Storage	4,537/0	Occupied Storage
SC-15	Storage	3,435/0	Occupied Storage
SC-16	Storage	1,931/0	Occupied Storage
<b>Total</b>		<b>14,904/19,393</b>	

\* Deactivation and demolition of these facilities is scheduled for completion during FY 2006, pending availability of funding.

**NOTE:** Miscellaneous space includes all common areas, kitchen and break rooms, hallways, stairwells, lobbies, mechanical rooms, utility rooms, and wall thickness.

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**ATTACHMENT D - DOE DIRECTIVES (LIST B)**

# BASELINE LIST OF REQUIRED COMPLIANCE DOCUMENTS

## List B - List of Applicable Directives

<b>DOE DIRECTIVES</b> DOE directives may be found at the following Internet address: <a href="http://www.directives.doe.gov/">http://www.directives.doe.gov/</a>				
REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
DOE O 110.3	11/03/1999	CONFERENCE MANAGEMENT		
DOE O 130.1	09/29/1995	BUDGET FORMULATION PROCESS		Expiration date extended to 05/01/2003 by DOE N 251.45.
DOE O 137.1A	08/30/1999	PLAN FOR OPERATING IN THE EVENT OF A LAPSE IN APPROPRIATIONS		
DOE P 141.2	05/02/2003	PUBLIC PARTICIPATION AND COMMUNITY RELATIONS		
DOE O 142.1	01/13/2004	CLASSIFIED VISITS INVOLVING FOREIGN NATIONALS		
DOE O 142.3	06/18/2004	UNCLASSIFIED FOREIGN VISITS AND ASSIGNMENTS PROGRAM		
DOE O 151.1B	10/29/2003	COMPREHENSIVE EMERGENCY MANAGEMENT SYSTEM		
DOE N 153.2	08/11/2003	CONNECTIVITY TO NATIONAL ATMOSPHERIC RELEASE ADVISORY CENTER (NARAC)		Footnote (2)
DOE O 200.1	09/30/1996	INFORMATION MANAGEMENT PROGRAM		
DOE M 200.1-1	03/10/1997	TELECOMMUNICATIONS SECURITY MANUAL (OFFICIAL USE ONLY)		
DOE N 203.1	10/02/2000	SOFTWARE QUALITY ASSURANCE		Expiration date extended to 12/31/2001 by DOE N 251.40.



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<p style="text-align: center;"><b>DOE DIRECTIVES</b></p> <p style="text-align: center;">DOE directives may be found at the following Internet address: <a href="http://www.directives.doe.gov/">http://www.directives.doe.gov/</a></p>				
REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
DOE O 205.1	03/21/2003	DEPARTMENT OF ENERGY CYBER SECURITY MANAGEMENT PROGRAM		
DOE M 205.1-1	09/30/2004	INCIDENT PREVENTION, WARNING, AND RESPONSE (IPWAR) MANUAL		
DOE N 205.2	11/01/1999	FOREIGN NATIONAL ACCESS TO DOE CYBER SYSTEMS		Expiration date extended to 08/12/2005 by DOE N 205.14.
DOE N 205.3	11/23/1999	PASSWORD GENERATION, PROTECTION, AND USE		Expiration date extended to 08/12/2005 by DOE N 205.14.
DOE N 205.8	02/11/2004	CYBER SECURITY REQUIREMENTS FOR WIRELESS DEVICES AND INFORMATION SYSTEMS		Expiration date extended to 03/18/2006 by DOE N 205.15.
DOE N 205.9	02/19/2004	CERTIFICATION AND ACCREDITATION PROCESS FOR INFORMATION SYSTEMS INCLUDING NATIONAL SECURITY SYSTEMS		Expiration date extended to 03/18/2006 by DOE N 205.15.
DOE N 205.10	02/19/2004	CYBER SECURITY REQUIREMENTS FOR RISK MANAGEMENT		Expiration date extended to 03/18/2006 by DOE N 205.15.
DOE N 205.11	02/19/2004	SECURITY REQUIREMENTS FOR REMOTE ACCESS TO DOE AND APPLICABLE CONTRACTOR INFORMATION TECHNOLOGY SYSTEMS		Expiration date extended to 03/18/2006 by DOE N 205.15.

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<b>DOE DIRECTIVES</b> DOE directives may be found at the following Internet address: <a href="http://www.directives.doe.gov/">http://www.directives.doe.gov/</a>				
REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
DOE N 205.12	02/19/2004	CLEARING, SANITIZING, AND DESTROYING INFORMATION SYSTEM STORAGE MEDIA, MEMORY DEVICES, AND OTHER RELATED HARDWARE		Expiration date extended to 03/18/2006 by DOE N 205.15.
DOE O 221.1	03/22/2001	REPORTING FRAUD, WASTE, AND ABUSE TO THE OFFICE OF INSPECTOR GENERAL		
DOE O 221.2	03/22/2001	COOPERATION WITH THE OFFICE OF INSPECTOR GENERAL		
DOE O 221.3	12/17/2001	ESTABLISHMENT OF MANAGEMENT DECISIONS ON OFFICE OF INSPECTOR GENERAL REPORTS		
DOE N 221.10	09/15/2004	REPORTING FRAUD, WASTE, AND ABUSE		
DOE O 225.1A	11/26/1997	ACCIDENT INVESTIGATIONS		
DOE O 231.1A	08/19/2003	ENVIRONMENT, SAFETY AND HEALTH REPORTING		
DOE M 231.1-1A	03/19/2004	ENVIRONMENT, SAFETY AND HEALTH REPORTING MANUAL	1 09/09/2004	
DOE M 231.1-2	08/19/2003	OCCURRENCE REPORTING AND PROCESSING OF OPERATIONS INFORMATION		
DOE O 241.1A	04/09/2001	SCIENTIFIC AND TECHNICAL INFORMATION MANAGEMENT	1 10/04/2003	
DOE O 251.1A	01/30/1998	DIRECTIVES SYSTEM		
DOE M 251.1-1A	01/30/1998	DIRECTIVES SYSTEM MANUAL		

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<p style="text-align: center;"><b>DOE DIRECTIVES</b></p> <p style="text-align: center;">DOE directives may be found at the following Internet address: <a href="http://www.directives.doe.gov/">http://www.directives.doe.gov/</a></p>				
<b>REQUIRED COMPLIANCE DOCUMENT</b>	<b>DATE</b>	<b>TITLE</b>	<b>THROUGH CHANGE</b>	<b>NOTES AND COMMENTS</b>
DOE O 252.1	11/19/1999	TECHNICAL STANDARDS PROGRAM		
DOE O 350.1	09/30/1996	CONTRACTOR HUMAN RESOURCE MANAGEMENT PROGRAMS	1 05/08/1998	
DOE O 412.1	04/20/1999	WORK AUTHORIZATION SYSTEM		
DOE O 413.1A	04/18/2002	MANAGEMENT CONTROL PROGRAM		
DOE P 413.2	01/07/2004	VALUE ENGINEERING		
DOE O 413.3	10/13/2000	PROGRAM AND PROJECT MANAGEMENT FOR THE ACQUISITION OF CAPITAL ASSETS	1 01/03/2005	
DOE M 413.3-1	03/28/2003	PROJECT MANAGEMENT FOR THE ACQUISITION OF CAPITAL ASSETS		
<i>DOE O 414.1C</i>	<i>06/17/2005</i>	<i>QUALITY ASSURANCE</i>		<i>ES&amp;H-related directive included in WSS. See Footnote (3).</i>
<i>DOE O 420.1A</i>	<i>05/02/2002</i>	<i>FACILITY SAFETY</i>		<i>ES&amp;H-related directive included in WSS. See Footnote (3).  Errata Sheet dated 01/23/2002.</i>
DOE O 430.1B	09/24/2003	REAL PROPERTY ASSET MANAGEMENT		

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REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
DOE O 430.2A	04/15/2002	DEPARTMENTAL ENERGY AND UTILITIES MANAGEMENT		
DOE O 435.1	07/09/1999	RADIOACTIVE WASTE MANAGEMENT	1 08/28/2001	ES&H-related directive included in WSS. See Footnote (3).
DOE M 435.1-1	07/09/1999	RADIOACTIVE WASTE MANAGEMENT MANUAL	1 06/19/2001	ES&H-related directive included in WSS. See Footnote (3).
DOE O 440.1A	03/27/1998	WORKER PROTECTION MANAGEMENT FOR DOE FEDERAL AND CONTRACTOR EMPLOYEES		ES&H-related directive included in WSS. See Footnote (3).  Attachment 1, Paragraph 8, and Attachment 2, Paragraph 22, cancelled by DOE O 414.1B.
DOE M 440.1-1	09/30/1995	DOE EXPLOSIVES SAFETY MANUAL		ES&H-related directive included in WSS. See Footnote (3).
DOE O 442.1A	06/06/2001	DEPARTMENT OF ENERGY EMPLOYEE CONCERNS PROGRAM		
DOE O 443.1	05/15/2000	PROTECTION OF HUMAN SUBJECTS		
DOE O 450.1	01/15/2003	ENVIRONMENTAL PROTECTION PROGRAM	1 01/24/2005	ES&H-related directive included in WSS. See Footnote (3).
DOE P 450.7	08/02/2004	DEPARTMENT OF ENERGY ENVIRONMENT, SAFETY AND HEALTH (ES&H) GOALS		

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REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
DOE O 451.1A	06/05/1997	NATIONAL ENVIRONMENTAL POLICY ACT COMPLIANCE PROGRAM		ES&H-related directive included in WSS. See Footnote (3).
DOE M 452.4-1A	03/11/2004	PROTECTION OF USE CONTROL VULNERABILITIES AND DESIGNS		
DOE O 460.1B	04/04/2003	PACKAGING AND TRANSPORTATION SAFETY		
DOE O 460.2A	12/22/2004	DEPARTMENTAL MATERIALS TRANSPORTATION AND PACKAGING MANAGEMENT		
DOE M 460.2-1	09/23/2002	RADIOACTIVE MATERIAL TRANSPORTATION PRACTICES MANUAL		Footnote (2)
DOE O 470.1	09/28/1995	SAFEGUARDS AND SECURITY PROGRAM	1 06/21/1996	<p>Expiration date extended to 05/11/2006 by DOE N 251.63.</p> <p>Chapter VII cancelled by DOE O 471.4.</p> <p>Chapter VIII, i.e., those portions that pertain to foreign nationals who visit DOE sites/facilities and require access to classified information, is cancelled by DOE O 142.1 (dated 01/13/2004).</p>
DOE P 470.1	05/08/2001	INTEGRATED SAFEGUARDS AND SECURITY MANAGEMENT (ISSM) POLICY		

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<b>REQUIRED COMPLIANCE DOCUMENT</b>	<b>DATE</b>	<b>TITLE</b>	<b>THROUGH CHANGE</b>	<b>NOTES AND COMMENTS</b>
DOE M 470.1-1	10/02/2002	SAFEGUARDS AND SECURITY AWARENESS PROGRAM		
DOE N 470.2	12/15/2000	REPORTING UNOFFICIAL FOREIGN TRAVEL		Expiration date extended to 12/31/2001 by DOE N 251.40.
DOE O 470.2B	10/31/2002	INDEPENDENT OVERSIGHT AND PERFORMANCE ASSURANCE PROGRAM		
DOE O 470.3	10/18/2004	DESIGN BASIS THREAT		
DOE O 471.2A	03/27/1997	INFORMATION SECURITY PROGRAM		Expiration date extended to 05/11/2006 by DOE N 251.63.
DOE M 471.2-1B	01/06/1999	CLASSIFIED MATTER PROTECTION AND CONTROL MANUAL		<p>Expiration date extended to 05/11/2006 by DOE N 251.63.</p> <p>Cancelled by DOE M 471.2-1C, except for Chapter III, paragraphs 1 and 2; and Chapter IV.</p> <p>Chapter IV cancelled by DOE O 471.4. Note: Chapter III, Paragraphs 1 and 2, remain in effect.</p>
DOE M 471.2-1C	04/17/2001	CLASSIFIED MATTER PROTECTION AND CONTROL MANUAL	1 07/14/2004	Expiration date extended to 05/11/2006 by DOE N 251.63.

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<b>DOE DIRECTIVES</b> DOE directives may be found at the following Internet address: <a href="http://www.directives.doe.gov/">http://www.directives.doe.gov/</a>				
<b>REQUIRED COMPLIANCE DOCUMENT</b>	<b>DATE</b>	<b>TITLE</b>	<b>THROUGH CHANGE</b>	<b>NOTES AND COMMENTS</b>
DOE M 471.2-2	08/03/1999	CLASSIFIED INFORMATION SYSTEMS SECURITY MANUAL		Chapter VI, paragraphs 4j(2) and 4j(6); and Chapter VII, paragraph 12a(2)(a) canceled by DOE N 205.3.  Chapter III, Section 8, canceled by DOE N 205.4.
DOE M 471.2-4	02/06/2004	TECHNICAL SURVEILLANCE COUNTERMEASURES		
DOE O 471.3	04/09/2003	IDENTIFYING AND PROTECTING OFFICIAL USE ONLY INFORMATION		
DOE M 471.3-1	04/09/2003	MANUAL FOR IDENTIFYING AND PROTECTING OFFICIAL USE ONLY INFORMATION		
DOE O 471.4	03/17/2004	INCIDENTS OF SECURITY CONCERN		
DOE O 472.1C	03/25/2003	PERSONNEL SECURITY ACTIVITIES		
DOE M 472.1-1B	07/12/2001	PERSONNEL SECURITY PROGRAM MANUAL		Expiration date extended to 07/07/2006 by DOE N 251.64.
DOE O 473.1	12/23/2002	PHYSICAL PROTECTION PROGRAM		

# BASELINE LIST OF REQUIRED COMPLIANCE DOCUMENTS

## List B - List of Applicable Directives

<b>DOE DIRECTIVES</b> DOE directives may be found at the following Internet address: <a href="http://www.directives.doe.gov/">http://www.directives.doe.gov/</a>				
REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
DOE M 473.1-1	12/23/2002	PHYSICAL PROTECTION PROGRAM MANUAL		
<i>Compliance: To comply with the requirements of this directive, ORAU has an equivalent means of protection. A security variance will be submitted by ORAU subject matter expert.</i>				
DOE N 473.9	07/08/2004	SECURITY CONDITIONS		Expiration date extended to 07/07/2006 by DOE N 251.64.
DOE O 474.1A	11/20/2000	CONTROL AND ACCOUNTABILITY OF NUCLEAR MATERIALS		Errata Sheet dated 11/20/2000.  Expiration date extended to 11/19/2005 by DOE N 251.60.
DOE M 474.1-1B	06/13/2003	MANUAL FOR CONTROL AND ACCOUNTABILITY OF NUCLEAR MATERIALS		
DOE M 474.1-2A	08/19/2003	MANUAL FOR NUCLEAR MATERIALS MANAGEMENT AND SAFEGUARDS SYSTEM REPORTING AND DATA SUBMISSION		
DOE O 475.1	12/10/2004	COUNTERINTELLIGENCE PROGRAM		
DOE M 475.1-1A	05/08/1998	IDENTIFYING CLASSIFIED INFORMATION		Expiration date extended to 03/03/2006 by DOE N 251.61.
DOE N 481.1A	04/21/2003	REIMBURSABLE WORK FOR DEPARTMENT OF HOMELAND SECURITY		Expiration date extended to 04/21/2006 by DOE N 251.62.



# BASELINE LIST OF REQUIRED COMPLIANCE DOCUMENTS

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REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
DOE O 481.1B	09/28/2001	WORK FOR OTHERS (NON-DEPARTMENT OF ENERGY FUNDED WORK)		
DOE M 481.1-1A	01/03/2001	REIMBURSABLE WORK FOR NON-FEDERAL SPONSORS PROCESS MANUAL	1 09/28/2001	
DOE O 522.1	11/03/2004	PRICING OF DEPARTMENTAL MATERIALS AND SERVICES		
DOE O 534.1B	01/06/2003	ACCOUNTING		
DOE O 551.1B	08/19/2003	OFFICIAL FOREIGN TRAVEL		
DOE M 573.1-1	07/12/2000	MAIL SERVICES USER'S MANUAL		
DOE 1340.1B	01/07/1993	MANAGEMENT OF PUBLIC COMMUNICATIONS PUBLICATIONS AND SCIENTIFIC, TECHNICAL, AND ENGINEERING PUBLICATIONS		
DOE 1350.1	10/28/1981	AUDIOVISUAL AND EXHIBITS MANAGEMENT	1 03/26/1984	
DOE 1450.4	11/12/1992	CONSENSUAL LISTENING-IN TO OR RECORDING TELEPHONE/RADIO CONVERSATIONS		
DOE 2340.1C	06/08/1992	COORDINATION OF GENERAL ACCOUNTING OFFICE ACTIVITIES		
DOE 5400.5	02/08/1990	RADIATION PROTECTION OF THE PUBLIC AND THE ENVIRONMENT	2 01/07/1993	ES&H-related directive included in WSS. See Footnote (3).

**BASELINE LIST OF  
REQUIRED COMPLIANCE DOCUMENTS**

**List B - List of Applicable Directives**

<b>DOE DIRECTIVES</b> DOE directives may be found at the following Internet address: <a href="http://www.directives.doe.gov/">http://www.directives.doe.gov/</a>				
<b>REQUIRED COMPLIANCE DOCUMENT</b>	<b>DATE</b>	<b>TITLE</b>	<b>THROUGH CHANGE</b>	<b>NOTES AND COMMENTS</b>
<i>DOE 5530.1A</i>	<i>09/20/1991</i>	<i>ACCIDENT RESPONSE GROUP</i>		<i>ES&amp;H-related directive included in WSS. See Footnote (3).</i>
<i>DOE 5530.5</i>	<i>07/10/1992</i>	<i>FEDERAL RADIOLOGICAL MONITORING AND ASSESSMENT CENTER</i>	<i>1 12/02/1992</i>	<i>ES&amp;H-related directive included in WSS. See Footnote (3).</i>

**BASELINE LIST OF  
REQUIRED COMPLIANCE DOCUMENTS**

**List B - List of Applicable Directives**

<b>SECRETARY OF ENERGY NOTICES (SEnS)</b> SEnS may be found at the following Internet address: <a href="http://www.directives.doe.gov/">http://www.directives.doe.gov/</a>				
<b>REQUIRED COMPLIANCE DOCUMENT</b>	<b>DATE</b>	<b>TITLE</b>	<b>THROUGH CHANGE</b>	<b>NOTES AND COMMENTS</b>
SEN-22-90	05/08/1990	DOE POLICY ON SIGNATURES OF RCRA PERMIT APPLICATIONS		

# **BASELINE LIST OF REQUIRED COMPLIANCE DOCUMENTS**

## **List B - List of Applicable Directives**

<b>ORO DIRECTIVES</b> ORO directives may be found at the following Internet address: <a href="http://www.ornl.gov/doe_oro_dmg/oro_dir.htm">http://www.ornl.gov/doe_oro_dmg/oro_dir.htm</a>				
<b>REQUIRED COMPLIANCE DOCUMENT</b>	<b>DATE</b>	<b>TITLE</b>	<b>THROUGH CHANGE</b>	<b>NOTES AND COMMENTS</b>
<b>ORO O 130</b>		<b>BUDGET</b>		
Chapter II	05/15/1996	SHUTDOWN OF DEPARTMENTAL OPERATIONS UPON FAILURE BY CONGRESS TO ENACT APPROPRIATIONS	4 06/01/2005	
<b>ORO O 150</b>		<b>EMERGENCY MANAGEMENT AND PLANNING</b>		
Chapter I	09/30/1996	COMPREHENSIVE EMERGENCY MANAGEMENT SYSTEM	6 04/22/2004	
<b>ORO O 220</b>		<b>ASSESSMENTS</b>		
Chapter II	09/30/1996	COOPERATION WITH THE OFFICE OF INSPECTOR GENERAL	3 10/23/2003	
Chapter III	05/31/1996	ESTABLISHMENT OF MANAGEMENT DECISIONS ON OFFICE OF INSPECTOR GENERAL REPORTS	4 04/07/2004	
Chapter IV	05/31/1996	COORDINATION OF GOVERNMENT ACCOUNTABILITY OFFICE ACTIVITIES	4 04/29/2005	
Chapter VII	05/31/1996	AUDIT RESOLUTION AND FOLLOW-UP	4 04/29/2005	

# BASELINE LIST OF REQUIRED COMPLIANCE DOCUMENTS

## List B - List of Applicable Directives

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REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
<b>ORO O 230</b>		<b>REPORTING</b>		
Chapter I	09/30/1996	ENVIRONMENT, SAFETY, AND HEALTH PROGRAM FOR OAK RIDGE OPERATIONS	4 07/09/2004	
Chapter III	06/14/1996	COMPREHENSIVE ENVIRONMENTAL RESPONSE, COMPENSATION, AND LIABILITY ACT (CERCLA) REQUIREMENTS	4 06/22/2004	Footnote (2)
<b>ORO O 250</b>		<b>STANDARDIZATION</b>		
Chapter I	08/13/1996	ORO STANDARDS MANAGEMENT PROGRAM OVERVIEW	4 03/10/2004	
Chapter II	08/13/1996	ORO DIRECTIVES SYSTEM	5 12/03/2003	
Chapter IV	08/13/1996	IMPACT ASSESSMENTS	3 10/31/2003	
Chapter V	08/13/1996	DEVELOPMENT, APPROVAL, AND MAINTENANCE OF WORK SMART STANDARDS SETS	5 12/03/2003	
Chapter VI	09/30/1996	IMPLEMENTATION PLANS AND EXEMPTION REQUESTS	4 12/03/2003	
Chapter VIII	04/27/2001	REQUIREMENTS CHANGE NOTICES	1 10/31/2003	
Chapter X	10/31/2003	DOE DIRECTIVES SYSTEM		

# **BASELINE LIST OF REQUIRED COMPLIANCE DOCUMENTS**

## **List B - List of Applicable Directives**

<p align="center"><b>ORO DIRECTIVES</b></p> <p align="center">ORO directives may be found at the following Internet address:  <a href="http://www.ornl.gov/doe_oro_dmg/oro_dir.htm">http://www.ornl.gov/doe_oro_dmg/oro_dir.htm</a> </p>				
<b>REQUIRED COMPLIANCE DOCUMENT</b>	<b>DATE</b>	<b>TITLE</b>	<b>THROUGH CHANGE</b>	<b>NOTES AND COMMENTS</b>
<b>ORO O 350</b>		<b>CONTRACTOR HUMAN RESOURCE PROGRAMS</b>		
Chapter III	05/31/1996	FEDERAL LABOR STANDARDS	3 01/26/2004	
<b>ORO O 410</b>		<b>MANAGEMENT</b>		
Chapter I	09/24/1996	WORK AUTHORIZATION SYSTEM	3 01/12/2004	
<b>ORO O 430</b>		<b>LIFE CYCLE ASSET MANAGEMENT</b>		
Chapter II	06/14/1996	ENERGY AND UTILITIES MANAGEMENT	3 02/19/2004	
<b>ORO O 440</b>		<b>WORKER PROTECTION</b>		
Chapter V	09/30/1996	EMPLOYEE CONCERNS MANAGEMENT SYSTEM	4 05/23/2005	
<b>ORO O 470</b>		<b>SAFEGUARDS AND SECURITY</b>		
Chapter I	09/30/1996	SAFEGUARDS AND SECURITY PROGRAM	3 10/29/2004	
Chapter VII	05/15/1996	PROTECTION AND CONTROL OF SAFEGUARDS AND SECURITY INTERESTS	4 02/02/2005	
Chapter IX	05/15/1996	CONTROL AND ACCOUNTABILITY OF NUCLEAR MATERIALS	3 12/29/2004	
Chapter XIII	01/30/2004	TECHNICAL SURVEILLANCE COUNTERMEASURES PROGRAM -- USE OF TELEPHONE LINEMAN-TYPE HANDSETS OR ITEMS SIMILAR IN PURPOSE, USE, OR EFFECT ON DOE-OWNED OR DOE-LEASED PROPERTY		

**BASELINE LIST OF  
REQUIRED COMPLIANCE DOCUMENTS**

**List B - List of Applicable Directives**

<p style="text-align: center;"><b>ORO DIRECTIVES</b></p> <p style="text-align: center;">ORO directives may be found at the following Internet address:  <a href="http://www.ornl.gov/doe_oro_dmg/oro_dir.htm">http://www.ornl.gov/doe_oro_dmg/oro_dir.htm</a> </p>				
<b>REQUIRED COMPLIANCE DOCUMENT</b>	<b>DATE</b>	<b>TITLE</b>	<b>THROUGH CHANGE</b>	<b>NOTES AND COMMENTS</b>
<b>ORO O 530</b>		<b>ACCOUNTING</b>		
Chapter III	06/18/1996	ACCOUNTING	5 02/02/2005	
<b>ORO O 550</b>		<b>TRAVEL AND TRANSPORTATION</b>		
Chapter II	09/26/2001	FOREIGN TRAVEL AUTHORIZATION	1 12/16/2004	Footnote (4)

**BASELINE LIST OF  
REQUIRED COMPLIANCE DOCUMENTS**

**List B - List of Applicable Directives**

<b>WORK SMART STANDARDS (WSS) SET</b> WSS Set may be found at: <a href="http://www.ornl.gov/orise/wss.htm">http://www.ornl.gov/orise/wss.htm</a>				
<b>REQUIRED COMPLIANCE DOCUMENT</b>	<b>DATE</b>	<b>TITLE</b>	<b>THROUGH REVISION</b>	<b>NOTES AND COMMENTS</b>
WSS Set	12/13/1999	OAK RIDGE INSTITUTE FOR SCIENCE AND EDUCATION (ORISE) WORK SMART STANDARDS SET	21 08/24/2005	

**FOOTNOTES:**

- (1) This document is not directly applicable to the Contractor; it is included in the list of applicable documents because the Contractor must provide certain information or input to DOE in order for DOE to comply with requirements specified in the document.
- (2) The Contractor does not perform activities which fall within the scope of this directive at this time. If these activities are conducted at some future date, the requirements contained in this document will be applicable to the Contractor and programs to implement the requirements of this document will be established when and if such activities are to be initiated.
- (3) This document is ES&H-related and appears on the current Work Smart Standards Set. In an S/RID or WSS Set, the document may be referenced in its entirety or only certain chapters, paragraphs, or sections.
- (4) The requirements of this document are applicable; however, specific additional clarification or guidance is required from DOE before such requirements can be implemented in full as indicated in written requests for direction from the Contractor.



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**PART III**  
**LIST OF DOCUMENTS, EXHIBITS, AND OTHER ATTACHMENTS**  
**SECTION J – LIST OF ATTACHMENTS**

**ATTACHMENT E - U.S. DEPARTMENT OF LABOR WAGE  
DETERMINATION**

94-2493 TN,KNOXVILLE

WAGE DETERMINATION NO: 94-2493 REV (19) AREA: TN,KNOXVILLE

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:94-2494

\*\*\*\*\*

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2493
Director	Wage Determinations	Revision No.: 19
		Date Of Revision: 05/24/2004

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
-------------------------	-------------------

01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.54
01012 - Accounting Clerk II	10.41
01013 - Accounting Clerk III	11.32
01014 - Accounting Clerk IV	12.65
01030 - Court Reporter	13.28
01050 - Dispatcher, Motor Vehicle	11.93
01060 - Document Preparation Clerk	9.82
01070 - Messenger (Courier)	7.77
01090 - Duplicating Machine Operator	9.82
01110 - Film/Tape Librarian	10.62
01115 - General Clerk I	8.20
01116 - General Clerk II	9.74
01117 - General Clerk III	11.85
01118 - General Clerk IV	13.29
01120 - Housing Referral Assistant	16.08
01131 - Key Entry Operator I	9.82
01132 - Key Entry Operator II	13.19
01191 - Order Clerk I	9.75
01192 - Order Clerk II	13.65
01261 - Personnel Assistant (Employment) I	8.08
01262 - Personnel Assistant (Employment) II	9.59
01263 - Personnel Assistant (Employment) III	11.66
01264 - Personnel Assistant (Employment) IV	13.10
01270 - Production Control Clerk	15.70
01290 - Rental Clerk	9.65
01300 - Scheduler, Maintenance	13.08
01311 - Secretary I	13.08
01312 - Secretary II	13.28
01313 - Secretary III	16.08
01314 - Secretary IV	17.90

01315 - Secretary V	19.80
01320 - Service Order Dispatcher	11.78
01341 - Stenographer I	11.64
01342 - Stenographer II	13.09
01400 - Supply Technician	17.90
01420 - Survey Worker (Interviewer)	11.27
01460 - Switchboard Operator-Receptionist	9.50
01510 - Test Examiner	13.28
01520 - Test Proctor	13.28
01531 - Travel Clerk I	9.97
01532 - Travel Clerk II	10.60
01533 - Travel Clerk III	11.43
01611 - Word Processor I	9.22
01612 - Word Processor II	11.46
01613 - Word Processor III	13.40
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	9.42
03041 - Computer Operator I	11.71
03042 - Computer Operator II	13.10
03043 - Computer Operator III	16.46
03044 - Computer Operator IV	17.13
03045 - Computer Operator V	18.96
03071 - Computer Programmer I (1)	15.48
03072 - Computer Programmer II (1)	19.19
03073 - Computer Programmer III (1)	20.67
03074 - Computer Programmer IV (1)	25.00
03101 - Computer Systems Analyst I (1)	21.35
03102 - Computer Systems Analyst II (1)	25.83
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.71
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	16.09
05010 - Automotive Glass Installer	13.35
05040 - Automotive Worker	13.35
05070 - Electrician, Automotive	14.03
05100 - Mobile Equipment Servicer	11.97
05130 - Motor Equipment Metal Mechanic	14.69
05160 - Motor Equipment Metal Worker	13.35
05190 - Motor Vehicle Mechanic	14.48
05220 - Motor Vehicle Mechanic Helper	11.43
05250 - Motor Vehicle Upholstery Worker	12.66
05280 - Motor Vehicle Wrecker	13.35
05310 - Painter, Automotive	15.91
05340 - Radiator Repair Specialist	13.35
05370 - Tire Repairer	10.86
05400 - Transmission Repair Specialist	14.48
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.17
07010 - Baker	10.55
07041 - Cook I	9.46
07042 - Cook II	10.55
07070 - Dishwasher	7.80
07130 - Meat Cutter	12.25
07250 - Waiter/Waitress	7.79
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.48
09040 - Furniture Handler	10.90
09070 - Furniture Refinisher	15.48
09100 - Furniture Refinisher Helper	12.42
09110 - Furniture Repairer, Minor	13.93

09130 - Upholsterer	15.48
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.11
11060 - Elevator Operator	8.70
11090 - Gardener	10.96
11121 - House Keeping Aid I	7.61
11122 - House Keeping Aid II	8.73
11150 - Janitor	9.23
11210 - Laborer, Grounds Maintenance	9.03
11240 - Maid or Houseman	7.61
11270 - Pest Controller	11.38
11300 - Refuse Collector	9.57
11330 - Tractor Operator	10.95
11360 - Window Cleaner	10.20
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071 - Licensed Practical Nurse I	9.90
12072 - Licensed Practical Nurse II	11.09
12073 - Licensed Practical Nurse III	12.42
12100 - Medical Assistant	10.74
12130 - Medical Laboratory Technician	12.21
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.78
12222 - Nursing Assistant II	8.65
12223 - Nursing Assistant III	9.54
12224 - Nursing Assistant IV	10.71
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.36
12311 - Registered Nurse I	15.84
12312 - Registered Nurse II	19.39
12313 - Registered Nurse II, Specialist	19.39
12314 - Registered Nurse III	23.47
12315 - Registered Nurse III, Anesthetist	23.47
12316 - Registered Nurse IV	28.10
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.70
13011 - Exhibits Specialist I	15.13
13012 - Exhibits Specialist II	18.74
13013 - Exhibits Specialist III	22.93
13041 - Illustrator I	15.13
13042 - Illustrator II	18.74
13043 - Illustrator III	22.93
13047 - Librarian	19.04
13050 - Library Technician	10.78
13071 - Photographer I	11.64
13072 - Photographer II	15.31
13073 - Photographer III	18.97
13074 - Photographer IV	23.23
13075 - Photographer V	28.08
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.13
15030 - Counter Attendant	7.13
15040 - Dry Cleaner	9.34
15070 - Finisher, Flatwork, Machine	7.13
15090 - Presser, Hand	7.13
15100 - Presser, Machine, Drycleaning	7.13
15130 - Presser, Machine, Shirts	7.13
15160 - Presser, Machine, Wearing Apparel, Laundry	7.13

15190 - Sewing Machine Operator	10.07
15220 - Tailor	10.76
15250 - Washer, Machine	7.88
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	13.18
19040 - Tool and Die Maker	15.75
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	13.22
21020 - Material Coordinator	14.86
21030 - Material Expediter	14.86
21040 - Material Handling Laborer	10.25
21050 - Order Filler	9.48
21071 - Forklift Operator	11.38
21080 - Production Line Worker (Food Processing)	11.38
21100 - Shipping/Receiving Clerk	10.31
21130 - Shipping Packer	10.31
21140 - Store Worker I	9.27
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.70
21210 - Tools and Parts Attendant	11.38
21400 - Warehouse Specialist	11.38
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.22
23040 - Aircraft Mechanic Helper	13.66
23050 - Aircraft Quality Control Inspector	18.62
23060 - Aircraft Servicer	15.32
23070 - Aircraft Worker	16.20
23100 - Appliance Mechanic	15.48
23120 - Bicycle Repairer	12.77
23125 - Cable Splicer	16.22
23130 - Carpenter, Maintenance	15.48
23140 - Carpet Layer	14.73
23160 - Electrician, Maintenance	18.72
23181 - Electronics Technician, Maintenance I	16.58
23182 - Electronics Technician, Maintenance II	17.43
23183 - Electronics Technician, Maintenance III	18.24
23260 - Fabric Worker	13.93
23290 - Fire Alarm System Mechanic	16.22
23310 - Fire Extinguisher Repairer	13.22
23340 - Fuel Distribution System Mechanic	16.22
23370 - General Maintenance Worker	14.74
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.22
23430 - Heavy Equipment Mechanic	16.22
23440 - Heavy Equipment Operator	13.00
23460 - Instrument Mechanic	18.65
23470 - Laborer	9.84
23500 - Locksmith	15.48
23530 - Machinery Maintenance Mechanic	18.65
23550 - Machinist, Maintenance	16.30
23580 - Maintenance Trades Helper	12.42
23640 - Millwright	16.33
23700 - Office Appliance Repairer	15.48
23740 - Painter, Aircraft	16.72
23760 - Painter, Maintenance	15.48
23790 - Pipefitter, Maintenance	17.01
23800 - Plumber, Maintenance	16.23
23820 - Pneudraulic Systems Mechanic	16.22
23850 - Rigger	16.58
23870 - Scale Mechanic	14.74
23890 - Sheet-Metal Worker, Maintenance	16.22
23910 - Small Engine Mechanic	14.74

23930 - Telecommunication Mechanic I	16.28
23931 - Telecommunication Mechanic II	17.02
23950 - Telephone Lineman	16.28
23960 - Welder, Combination, Maintenance	16.22
23965 - Well Driller	16.22
23970 - Woodcraft Worker	16.22
23980 - Woodworker	13.22
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.66
24580 - Child Care Center Clerk	10.78
24600 - Chore Aid	7.47
24630 - Homemaker	13.40
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16.22
25040 - Sewage Plant Operator	15.93
25070 - Stationary Engineer	16.22
25190 - Ventilation Equipment Tender	12.42
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
(not set) - Police Officer	15.12
27004 - Alarm Monitor	11.24
27006 - Corrections Officer	13.60
27010 - Court Security Officer	13.60
27040 - Detention Officer	13.60
27070 - Firefighter	12.08
27101 - Guard I	8.31
27102 - Guard II	10.46
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	12.95
28020 - Hatch Tender	12.95
28030 - Line Handler	12.95
28040 - Stevedore I	13.02
28050 - Stevedore II	14.44
29000 - Technical Occupations	
21150 - Graphic Artist	17.05
29010 - Air Traffic Control Specialist, Center (2)	29.36
29011 - Air Traffic Control Specialist, Station (2)	20.24
29012 - Air Traffic Control Specialist, Terminal (2)	22.29
29023 - Archeological Technician I	15.55
29024 - Archeological Technician II	17.39
29025 - Archeological Technician III	21.52
29030 - Cartographic Technician	23.04
29035 - Computer Based Training (CBT) Specialist/ Instructor	21.35
29040 - Civil Engineering Technician	18.74
29061 - Drafter I	11.77
29062 - Drafter II	13.21
29063 - Drafter III	17.37
29064 - Drafter IV	21.52
29081 - Engineering Technician I	14.20
29082 - Engineering Technician II	15.93
29083 - Engineering Technician III	19.58
29084 - Engineering Technician IV	23.44
29085 - Engineering Technician V	25.44
29086 - Engineering Technician VI	30.80
29090 - Environmental Technician	16.55
29100 - Flight Simulator/Instructor (Pilot)	22.83
29160 - Instructor	20.03
29210 - Laboratory Technician	15.61
29240 - Mathematical Technician	14.73
29361 - Paralegal/Legal Assistant I	13.45

29362 - Paralegal/Legal Assistant II	14.96
29363 - Paralegal/Legal Assistant III	18.25
29364 - Paralegal/Legal Assistant IV	22.14
29390 - Photooptics Technician	17.14
29480 - Technical Writer	23.10
29491 - Unexploded Ordnance (UXO) Technician I	18.66
29492 - Unexploded Ordnance (UXO) Technician II	22.57
29493 - Unexploded Ordnance (UXO) Technician III	27.05
29494 - Unexploded (UXO) Safety Escort	18.66
29495 - Unexploded (UXO) Sweep Personnel	18.66
29620 - Weather Observer, Senior (3)	16.52
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.86
29622 - Weather Observer, Upper Air (3)	14.86
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	11.57
31260 - Parking and Lot Attendant	7.51
31290 - Shuttle Bus Driver	12.38
31300 - Taxi Driver	8.30
31361 - Truckdriver, Light Truck	12.38
31362 - Truckdriver, Medium Truck	13.08
31363 - Truckdriver, Heavy Truck	14.15
31364 - Truckdriver, Tractor-Trailer	14.15
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.37
99030 - Cashier	7.54
99041 - Carnival Equipment Operator	10.21
99042 - Carnival Equipment Repairer	10.88
99043 - Carnival Worker	8.11
99050 - Desk Clerk	8.66
99095 - Embalmer	18.66
99300 - Lifeguard	9.80
99310 - Mortician	19.05
99350 - Park Attendant (Aide)	12.31
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.30
99500 - Recreation Specialist	12.45
99510 - Recycling Worker	12.06
99610 - Sales Clerk	8.99
99620 - School Crossing Guard (Crosswalk Attendant)	8.92
99630 - Sport Official	9.80
99658 - Survey Party Chief (Chief of Party)	16.28
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.80
99660 - Surveying Aide	10.79
99690 - Swimming Pool Operator	12.03
99720 - Vending Machine Attendant	10.14
99730 - Vending Machine Repairer	12.03
99740 - Vending Machine Repairer Helper	10.14

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)



HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as

amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

94-2081 CO,DENVER

WAGE DETERMINATION NO: 94-2081 REV (24) AREA: CO,DENVER

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:94-2082

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REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2081
Director	Wage Determinations	Revision No.: 24
		Date Of Revision: 05/19/2004

State: Colorado

Area: Colorado Counties of Adams, Arapahoe, Boulder, Broomfield, Clear Creek, Denver, Douglas, Elbert, Gilpin, Grand, Jackson, Jefferson, Logan, Morgan, Park, Phillips, Sedgwick, Summit, Washington, Weld, Yuma

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.04
01012 - Accounting Clerk II	12.71
01013 - Accounting Clerk III	14.75
01014 - Accounting Clerk IV	16.50
01030 - Court Reporter	16.19
01050 - Dispatcher, Motor Vehicle	16.19
01060 - Document Preparation Clerk	11.87
01070 - Messenger (Courier)	8.89
01090 - Duplicating Machine Operator	11.87
01110 - Film/Tape Librarian	14.51
01115 - General Clerk I	9.91
01116 - General Clerk II	11.15
01117 - General Clerk III	12.16
01118 - General Clerk IV	13.91
01120 - Housing Referral Assistant	16.72
01131 - Key Entry Operator I	11.22
01132 - Key Entry Operator II	13.41
01191 - Order Clerk I	13.38
01192 - Order Clerk II	14.28
01261 - Personnel Assistant (Employment) I	13.03
01262 - Personnel Assistant (Employment) II	14.64
01263 - Personnel Assistant (Employment) III	16.38
01264 - Personnel Assistant (Employment) IV	18.25
01270 - Production Control Clerk	18.14
01290 - Rental Clerk	14.11
01300 - Scheduler, Maintenance	14.11
01311 - Secretary I	14.11
01312 - Secretary II	14.83
01313 - Secretary III	16.72
01314 - Secretary IV	19.90

01315 - Secretary V	22.10
01320 - Service Order Dispatcher	12.77
01341 - Stenographer I	11.87
01342 - Stenographer II	14.45
01400 - Supply Technician	21.12
01420 - Survey Worker (Interviewer)	13.48
01460 - Switchboard Operator-Receptionist	11.57
01510 - Test Examiner	16.19
01520 - Test Proctor	16.19
01531 - Travel Clerk I	12.50
01532 - Travel Clerk II	13.11
01533 - Travel Clerk III	14.03
01611 - Word Processor I	11.87
01612 - Word Processor II	14.45
01613 - Word Processor III	16.19
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.41
03041 - Computer Operator I	14.51
03042 - Computer Operator II	16.29
03043 - Computer Operator III	19.09
03044 - Computer Operator IV	21.18
03045 - Computer Operator V	23.47
03071 - Computer Programmer I (1)	20.09
03072 - Computer Programmer II (1)	24.23
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.51
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	24.75
05010 - Automotive Glass Installer	17.53
05040 - Automotive Worker	17.53
05070 - Electrician, Automotive	18.50
05100 - Mobile Equipment Servicer	15.94
05130 - Motor Equipment Metal Mechanic	18.85
05160 - Motor Equipment Metal Worker	17.53
05190 - Motor Vehicle Mechanic	18.85
05220 - Motor Vehicle Mechanic Helper	14.86
05250 - Motor Vehicle Upholstery Worker	17.53
05280 - Motor Vehicle Wrecker	17.53
05310 - Painter, Automotive	17.82
05340 - Radiator Repair Specialist	17.53
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	18.85
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.20
07010 - Baker	13.29
07041 - Cook I	10.50
07042 - Cook II	11.56
07070 - Dishwasher	8.68
07130 - Meat Cutter	13.86
07250 - Waiter/Waitress	9.68
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.33
09040 - Furniture Handler	14.45
09070 - Furniture Refinisher	17.33
09100 - Furniture Refinisher Helper	14.45
09110 - Furniture Repairer, Minor	16.45

09130 - Upholsterer	17.33
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	11.08
11060 - Elevator Operator	9.62
11090 - Gardener	14.58
11121 - House Keeping Aid I	8.48
11122 - House Keeping Aid II	9.62
11150 - Janitor	11.37
11210 - Laborer, Grounds Maintenance	11.76
11240 - Maid or Houseman	8.10
11270 - Pest Controller	14.56
11300 - Refuse Collector	11.51
11330 - Tractor Operator	14.84
11360 - Window Cleaner	12.39
12000 - Health Occupations	
12020 - Dental Assistant	16.17
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.10
12071 - Licensed Practical Nurse I	14.39
12072 - Licensed Practical Nurse II	16.17
12073 - Licensed Practical Nurse III	18.09
12100 - Medical Assistant	12.32
12130 - Medical Laboratory Technician	14.44
12160 - Medical Record Clerk	12.56
12190 - Medical Record Technician	14.75
12221 - Nursing Assistant I	9.22
12222 - Nursing Assistant II	11.21
12223 - Nursing Assistant III	12.23
12224 - Nursing Assistant IV	13.74
12250 - Pharmacy Technician	13.46
12280 - Phlebotomist	12.72
12311 - Registered Nurse I	23.03
12312 - Registered Nurse II	27.12
12313 - Registered Nurse II, Specialist	27.12
12314 - Registered Nurse III	34.22
12315 - Registered Nurse III, Anesthetist	34.22
12316 - Registered Nurse IV	41.02
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.82
13011 - Exhibits Specialist I	16.92
13012 - Exhibits Specialist II	20.96
13013 - Exhibits Specialist III	25.57
13041 - Illustrator I	16.95
13042 - Illustrator II	21.00
13043 - Illustrator III	25.61
13047 - Librarian	22.85
13050 - Library Technician	15.69
13071 - Photographer I	14.13
13072 - Photographer II	15.81
13073 - Photographer III	19.58
13074 - Photographer IV	23.95
13075 - Photographer V	28.98
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.83
15030 - Counter Attendant	8.83
15040 - Dry Cleaner	10.54
15070 - Finisher, Flatwork, Machine	8.83
15090 - Presser, Hand	8.83
15100 - Presser, Machine, Drycleaning	8.83
15130 - Presser, Machine, Shirts	8.83
15160 - Presser, Machine, Wearing Apparel, Laundry	8.83

15190 - Sewing Machine Operator	11.25
15220 - Tailor	13.90
15250 - Washer, Machine	10.17
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	17.70
19040 - Tool and Die Maker	20.84
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	18.95
21020 - Material Coordinator	18.14
21030 - Material Expediter	18.14
21040 - Material Handling Laborer	14.29
21050 - Order Filler	11.18
21071 - Forklift Operator	14.70
21080 - Production Line Worker (Food Processing)	14.16
21100 - Shipping/Receiving Clerk	12.85
21130 - Shipping Packer	12.58
21140 - Store Worker I	11.44
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.27
21210 - Tools and Parts Attendant	14.80
21400 - Warehouse Specialist	12.87
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.97
23040 - Aircraft Mechanic Helper	14.59
23050 - Aircraft Quality Control Inspector	19.47
23060 - Aircraft Servicer	16.61
23070 - Aircraft Worker	16.90
23100 - Appliance Mechanic	17.70
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	18.97
23130 - Carpenter, Maintenance	17.33
23140 - Carpet Layer	18.30
23160 - Electrician, Maintenance	23.44
23181 - Electronics Technician, Maintenance I	18.88
23182 - Electronics Technician, Maintenance II	20.59
23183 - Electronics Technician, Maintenance III	21.85
23260 - Fabric Worker	16.45
23290 - Fire Alarm System Mechanic	19.22
23310 - Fire Extinguisher Repairer	16.45
23340 - Fuel Distribution System Mechanic	21.99
23370 - General Maintenance Worker	16.19
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.99
23430 - Heavy Equipment Mechanic	19.80
23440 - Heavy Equipment Operator	19.15
23460 - Instrument Mechanic	18.17
23470 - Laborer	10.51
23500 - Locksmith	17.33
23530 - Machinery Maintenance Mechanic	19.64
23550 - Machinist, Maintenance	18.11
23580 - Maintenance Trades Helper	14.45
23640 - Millwright	19.23
23700 - Office Appliance Repairer	17.85
23740 - Painter, Aircraft	19.06
23760 - Painter, Maintenance	17.55
23790 - Pipefitter, Maintenance	20.13
23800 - Plumber, Maintenance	17.96
23820 - Pneudraulic Systems Mechanic	18.97
23850 - Rigger	18.97
23870 - Scale Mechanic	16.73
23890 - Sheet-Metal Worker, Maintenance	18.23
23910 - Small Engine Mechanic	16.73



23930 - Telecommunication Mechanic I	18.97
23931 - Telecommunication Mechanic II	19.90
23950 - Telephone Lineman	18.97
23960 - Welder, Combination, Maintenance	17.99
23965 - Well Driller	18.18
23970 - Woodcraft Worker	18.97
23980 - Woodworker	16.73
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.11
24580 - Child Care Center Clerk	10.36
24600 - Chore Aid	8.71
24630 - Homemaker	13.07
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.91
25040 - Sewage Plant Operator	19.73
25070 - Stationary Engineer	21.91
25190 - Ventilation Equipment Tender	15.99
25210 - Water Treatment Plant Operator	19.73
27000 - Protective Service Occupations	
(not set) - Police Officer	27.05
27004 - Alarm Monitor	17.43
27006 - Corrections Officer	19.66
27010 - Court Security Officer	21.47
27040 - Detention Officer	19.66
27070 - Firefighter	21.25
27101 - Guard I	8.26
27102 - Guard II	14.56
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17.63
28020 - Hatch Tender	17.63
28030 - Line Handler	17.63
28040 - Stevedore I	16.87
28050 - Stevedore II	22.06
29000 - Technical Occupations	
21150 - Graphic Artist	20.00
29010 - Air Traffic Control Specialist, Center (2)	32.38
29011 - Air Traffic Control Specialist, Station (2)	22.12
29012 - Air Traffic Control Specialist, Terminal (2)	24.36
29023 - Archeological Technician I	16.63
29024 - Archeological Technician II	18.59
29025 - Archeological Technician III	23.05
29030 - Cartographic Technician	23.03
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	20.19
29061 - Drafter I	13.98
29062 - Drafter II	15.68
29063 - Drafter III	18.60
29064 - Drafter IV	23.03
29081 - Engineering Technician I	14.36
29082 - Engineering Technician II	16.83
29083 - Engineering Technician III	20.09
29084 - Engineering Technician IV	23.53
29085 - Engineering Technician V	27.04
29086 - Engineering Technician VI	32.73
29090 - Environmental Technician	22.63
29100 - Flight Simulator/Instructor (Pilot)	32.85
29160 - Instructor	22.96
29210 - Laboratory Technician	17.66
29240 - Mathematical Technician	23.03
29361 - Paralegal/Legal Assistant I	17.09

29362 - Paralegal/Legal Assistant II	20.73
29363 - Paralegal/Legal Assistant III	25.36
29364 - Paralegal/Legal Assistant IV	30.68
29390 - Photooptics Technician	22.87
29480 - Technical Writer	25.88
29491 - Unexploded Ordnance (UXO) Technician I	20.39
29492 - Unexploded Ordnance (UXO) Technician II	24.67
29493 - Unexploded Ordnance (UXO) Technician III	29.57
29494 - Unexploded (UXO) Safety Escort	20.39
29495 - Unexploded (UXO) Sweep Personnel	20.39
29620 - Weather Observer, Senior (3)	20.79
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.34
29622 - Weather Observer, Upper Air (3)	18.34
31000 - Transportation/ Mobile Equipment Operation Occupations	
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31260 - Parking and Lot Attendant	7.94
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31300 - Taxi Driver	11.72
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31362 - Truckdriver, Medium Truck	18.23
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99050 - Desk Clerk	9.85
99095 - Embalmer	20.60
99300 - Lifeguard	10.71
99310 - Mortician	20.60
99350 - Park Attendant (Aide)	12.49
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.93
99500 - Recreation Specialist	11.24
99510 - Recycling Worker	14.72
99610 - Sales Clerk	9.93
99620 - School Crossing Guard (Crosswalk Attendant)	10.41
99630 - Sport Official	8.64
99658 - Survey Party Chief (Chief of Party)	15.37
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.98
99660 - Surveying Aide	8.54
99690 - Swimming Pool Operator	13.37
99720 - Vending Machine Attendant	11.27
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**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as

amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

94-2103 DC,DISTRICT-WIDE

**WAGE DETERMINATION NO: 94-2103 REV (31) AREA: DC,DISTRICT-WIDE**  
HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:94-2104

\*\*\*\*\*  
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
| WASHINGTON D.C. 20210  
|  
|  
| Wage Determination No.: 1994-2103  
William W.Gross Division of | Revision No.: 31  
Director Wage Determinations | **Date Of Revision: 04/21/2004**  
\*\*\*\*\*

**States: District of Columbia, Maryland, Virginia**

Area: District of Columbia Statewide  
Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's,  
St  
Mary's  
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier,  
King  
George, Loudoun, Prince William, Stafford

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.73
01012 - Accounting Clerk II	12.75
01013 - Accounting Clerk III	14.49
01014 - Accounting Clerk IV	16.50
01030 - Court Reporter	16.50
01050 - Dispatcher, Motor Vehicle	16.50
01060 - Document Preparation Clerk	12.75
01070 - Messenger (Courier)	10.23
01090 - Duplicating Machine Operator	12.75
01110 - Film/Tape Librarian	14.65
01115 - General Clerk I	11.68
01116 - General Clerk II	13.72
01117 - General Clerk III	15.32
01118 - General Clerk IV	18.74
01120 - Housing Referral Assistant	19.04
01131 - Key Entry Operator I	11.73
01132 - Key Entry Operator II	12.75
01191 - Order Clerk I	14.74
01192 - Order Clerk II	16.29
01261 - Personnel Assistant (Employment) I	13.05
01262 - Personnel Assistant (Employment) II	14.49
01263 - Personnel Assistant (Employment) III	16.50
01264 - Personnel Assistant (Employment) IV	19.60
01270 - Production Control Clerk	17.82

01290 - Rental Clerk	15.42
01300 - Scheduler, Maintenance	15.26
01311 - Secretary I	15.26
01312 - Secretary II	16.56
01313 - Secretary III	19.04
01314 - Secretary IV	20.52
01315 - Secretary V	23.47
01320 - Service Order Dispatcher	15.82
01341 - Stenographer I	14.68
01342 - Stenographer II	16.47
01400 - Supply Technician	20.52
01420 - Survey Worker (Interviewer)	14.94
01460 - Switchboard Operator-Receptionist	10.96
01510 - Test Examiner	16.56
01520 - Test Proctor	16.56
01531 - Travel Clerk I	11.63
01532 - Travel Clerk II	12.49
01533 - Travel Clerk III	13.41
01611 - Word Processor I	12.75
01612 - Word Processor II	14.49
01613 - Word Processor III	16.65
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.15
03041 - Computer Operator I	14.49
03042 - Computer Operator II	16.50
03043 - Computer Operator III	18.60
03044 - Computer Operator IV	20.52
03045 - Computer Operator V	23.22
03071 - Computer Programmer I (1)	19.64
03072 - Computer Programmer II (1)	23.33
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.49
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22.73
05010 - Automotive Glass Installer	17.88
05040 - Automotive Worker	17.88
05070 - Electrician, Automotive	18.95
05100 - Mobile Equipment Servicer	15.69
05130 - Motor Equipment Metal Mechanic	19.98
05160 - Motor Equipment Metal Worker	17.88
05190 - Motor Vehicle Mechanic	20.07
05220 - Motor Vehicle Mechanic Helper	16.81
05250 - Motor Vehicle Upholstery Worker	17.88
05280 - Motor Vehicle Wrecker	17.88
05310 - Painter, Automotive	18.95
05340 - Radiator Repair Specialist	17.88
05370 - Tire Repairer	14.43
05400 - Transmission Repair Specialist	19.98
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.01
07010 - Baker	11.87
07041 - Cook I	10.93
07042 - Cook II	12.46



07070 - Dishwasher	9.76
07130 - Meat Cutter	16.07
07250 - Waiter/Waitress	8.59
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	12.55
09070 - Furniture Refinisher	18.05
09100 - Furniture Refinisher Helper	13.85
09110 - Furniture Repairer, Minor	16.01
09130 - Upholsterer	18.05
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.67
11060 - Elevator Operator	9.79
11090 - Gardener	14.27
11121 - House Keeping Aid I	9.83
11122 - House Keeping Aid II	10.32
11150 - Janitor	10.12
11210 - Laborer, Grounds Maintenance	11.65
11240 - Maid or Houseman	9.83
11270 - Pest Controller	12.44
11300 - Refuse Collector	11.69
11330 - Tractor Operator	14.00
11360 - Window Cleaner	10.51
12000 - Health Occupations	
12020 - Dental Assistant	16.90
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.39
12071 - Licensed Practical Nurse I	15.86
12072 - Licensed Practical Nurse II	17.79
12073 - Licensed Practical Nurse III	19.92
12100 - Medical Assistant	12.94
12130 - Medical Laboratory Technician	16.07
12160 - Medical Record Clerk	13.60
12190 - Medical Record Technician	14.97
12221 - Nursing Assistant I	9.31
12222 - Nursing Assistant II	10.48
12223 - Nursing Assistant III	11.94
12224 - Nursing Assistant IV	13.40
12250 - Pharmacy Technician	11.84
12280 - Phlebotomist	12.33
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	28.94
12313 - Registered Nurse II, Specialist	28.94
12314 - Registered Nurse III	34.48
12315 - Registered Nurse III, Anesthetist	34.48
12316 - Registered Nurse IV	41.33
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.85
13011 - Exhibits Specialist I	17.98
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	27.29
13041 - Illustrator I	18.73
13042 - Illustrator II	23.42
13043 - Illustrator III	28.82
13047 - Librarian	23.59
13050 - Library Technician	17.18
13071 - Photographer I	14.67
13072 - Photographer II	17.18

13073 - Photographer III	21.52
13074 - Photographer IV	26.05
13075 - Photographer V	29.15
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.71
15030 - Counter Attendant	8.71
15040 - Dry Cleaner	10.03
15070 - Finisher, Flatwork, Machine	8.71
15090 - Presser, Hand	8.71
15100 - Presser, Machine, Drycleaning	8.71
15130 - Presser, Machine, Shirts	8.71
15160 - Presser, Machine, Wearing Apparel, Laundry	8.71
15190 - Sewing Machine Operator	10.77
15220 - Tailor	12.43
15250 - Washer, Machine	9.31
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.95
19040 - Tool and Die Maker	23.05
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	19.38
21020 - Material Coordinator	18.47
21030 - Material Expediter	18.47
21040 - Material Handling Laborer	11.50
21050 - Order Filler	13.21
21071 - Forklift Operator	14.58
21080 - Production Line Worker (Food Processing)	14.48
21100 - Shipping/Receiving Clerk	13.09
21130 - Shipping Packer	13.09
21140 - Store Worker I	9.06
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.05
21210 - Tools and Parts Attendant	16.99
21400 - Warehouse Specialist	15.76
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	22.24
23040 - Aircraft Mechanic Helper	14.71
23050 - Aircraft Quality Control Inspector	23.43
23060 - Aircraft Servicer	17.82
23070 - Aircraft Worker	18.09
23100 - Appliance Mechanic	18.95
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	24.68
23130 - Carpenter, Maintenance	18.95
23140 - Carpet Layer	17.61
23160 - Electrician, Maintenance	22.59
23181 - Electronics Technician, Maintenance I	17.65
23182 - Electronics Technician, Maintenance II	21.92
23183 - Electronics Technician, Maintenance III	23.87
23260 - Fabric Worker	16.55
23290 - Fire Alarm System Mechanic	19.98
23310 - Fire Extinguisher Repairer	15.69
23340 - Fuel Distribution System Mechanic	20.93
23370 - General Maintenance Worker	17.28
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.61
23430 - Heavy Equipment Mechanic	19.98
23440 - Heavy Equipment Operator	20.76
23460 - Instrument Mechanic	19.98
23470 - Laborer	12.97

23500 - Locksmith	18.95
23530 - Machinery Maintenance Mechanic	20.51
23550 - Machinist, Maintenance	21.52
23580 - Maintenance Trades Helper	14.54
23640 - Millwright	21.67
23700 - Office Appliance Repairer	18.95
23740 - Painter, Aircraft	21.29
23760 - Painter, Maintenance	18.95
23790 - Pipefitter, Maintenance	22.12
23800 - Plumber, Maintenance	20.99
23820 - Pneudraulic Systems Mechanic	19.98
23850 - Rigger	19.98
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	19.98
23910 - Small Engine Mechanic	20.05
23930 - Telecommunication Mechanic I	21.35
23931 - Telecommunication Mechanic II	22.50
23950 - Telephone Lineman	20.93
23960 - Welder, Combination, Maintenance	19.98
23965 - Well Driller	19.98
23970 - Woodcraft Worker	19.98
23980 - Woodworker	15.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.37
24580 - Child Care Center Clerk	15.86
24600 - Chore Aid	9.29
24630 - Homemaker	16.45
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	19.52
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	13.85
25210 - Water Treatment Plant Operator	19.72
27000 - Protective Service Occupations	
(not set) - Police Officer	22.74
27004 - Alarm Monitor	16.79
27006 - Corrections Officer	17.69
27010 - Court Security Officer	20.31
27040 - Detention Officer	18.29
27070 - Firefighter	20.59
27101 - Guard I	10.46
27102 - Guard II	13.78
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	18.44
28020 - Hatch Tender	18.44
28030 - Line Handler	18.44
28040 - Stevedore I	17.34
28050 - Stevedore II	19.56
29000 - Technical Occupations	
21150 - Graphic Artist	20.74
29010 - Air Traffic Control Specialist, Center (2)	30.83
29011 - Air Traffic Control Specialist, Station (2)	21.26
29012 - Air Traffic Control Specialist, Terminal (2)	23.42
29023 - Archeological Technician I	15.52
29024 - Archeological Technician II	17.35
29025 - Archeological Technician III	21.94
29030 - Cartographic Technician	23.33

29035 - Computer Based Training (CBT) Specialist/ Instructor	28.42
29040 - Civil Engineering Technician	21.52
29061 - Drafter I	13.01
29062 - Drafter II	16.29
29063 - Drafter III	18.30
29064 - Drafter IV	23.33
29081 - Engineering Technician I	16.15
29082 - Engineering Technician II	18.75
29083 - Engineering Technician III	22.54
29084 - Engineering Technician IV	25.86
29085 - Engineering Technician V	31.62
29086 - Engineering Technician VI	38.26
29090 - Environmental Technician	19.29
29100 - Flight Simulator/Instructor (Pilot)	22.59
29160 - Instructor	24.57
29210 - Laboratory Technician	18.56
29240 - Mathematical Technician	23.44
29361 - Paralegal/Legal Assistant I	20.03
29362 - Paralegal/Legal Assistant II	24.82
29363 - Paralegal/Legal Assistant III	30.35
29364 - Paralegal/Legal Assistant IV	36.73
29390 - Photooptics Technician	23.33
29480 - Technical Writer	25.95
29491 - Unexploded Ordnance (UXO) Technician I	19.59
29492 - Unexploded Ordnance (UXO) Technician II	23.71
29493 - Unexploded Ordnance (UXO) Technician III	28.41
29494 - Unexploded (UXO) Safety Escort	19.59
29495 - Unexploded (UXO) Sweep Personnel	19.59
29620 - Weather Observer, Senior (3)	21.32
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.30
29622 - Weather Observer, Upper Air (3)	18.30
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.95
31260 - Parking and Lot Attendant	8.62
31290 - Shuttle Bus Driver	13.45
31300 - Taxi Driver	12.09
31361 - Truckdriver, Light Truck	13.45
31362 - Truckdriver, Medium Truck	17.09
31363 - Truckdriver, Heavy Truck	18.40
31364 - Truckdriver, Tractor-Trailer	18.40
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.53
99030 - Cashier	8.93
99041 - Carnival Equipment Operator	12.35
99042 - Carnival Equipment Repairer	13.30
99043 - Carnival Worker	8.31
99050 - Desk Clerk	9.78
99095 - Embalmer	19.04
99300 - Lifeguard	10.30
99310 - Mortician	23.79
99350 - Park Attendant (Aide)	12.93
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.11
99500 - Recreation Specialist	15.94
99510 - Recycling Worker	15.47
99610 - Sales Clerk	10.84
99620 - School Crossing Guard (Crosswalk Attendant)	11.37
99630 - Sport Official	11.24

99658 - Survey Party Chief (Chief of Party)	18.05
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.16
99660 - Surveying Aide	11.22
99690 - Swimming Pool Operator	13.93
99720 - Vending Machine Attendant	10.73
99730 - Vending Machine Repairer	13.93
99740 - Vending Machine Repairer Helper	11.34

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month**

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide,

black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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**PART III**  
**LIST OF DOCUMENTS, EXHIBITS, AND OTHER ATTACHMENTS**  
**SECTION J – LIST OF ATTACHMENTS**

**ATTACHMENT F - KEY PERSONNEL**

**Key Personnel listing to be submitted with proposal.**

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**PART III**  
**LIST OF DOCUMENTS, EXHIBITS, AND OTHER ATTACHMENTS**  
**SECTION J – LIST OF ATTACHMENTS**

**ATTACHMENT G - SPECIAL FINANCIAL INSTITUTION ACCOUNT  
AGREEMENT**

**To be submitted by offeror**

**The Special Financial Institution Account Agreement required by the clause in Section I entitled “Payments and Advances” will be inserted after contract award. The format for the Agreement is contained in Chapter 6 of the DOE Accounting Handbook at [www.cfo.doe.gov/policy](http://www.cfo.doe.gov/policy).**

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**PART III**  
**LIST OF DOCUMENTS, EXHIBITS, AND OTHER ATTACHMENTS**  
**SECTION J – LIST OF ATTACHMENTS**

**ATTACHMENT H – ADVANCE UNDERSTANDING ON HUMAN RESOURCE  
COSTS**

**To be negotiated after contract award.**

**The information submitted in accordance with solicitation provision L.24(c) will be used as the basis for negotiating this advance understanding.**